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The DOL/ETA developed the O*NET Career Exploration Tools as career counseling, career planning, and exploration tools. In order for each tool to provide an objective assessment, extensive research and development was conducted to ensure that the directions, format, items and score reports lead to valid assessment. DOL/ETA adhered to the high standards of the American Psychological Association, the American Education Research Association, and the National Council on Measurement in Education in developing the O*Net Career Exploration Tools. In developing the tools, fairness analyses were conducted to ensure the score results were equally valid from both a statistical and a usability perspective.

Results provided from the O*NET Career Exploration Tools are part of a whole-person approach to the assessment process. They provide useful information that individuals can use to identify their strengths, the parts of work they like to do and the parts of work that they may find important. Individuals can use results to identify training needs and occupations that they may wish to explore further. Individuals are strongly encouraged to use additional information about themselves with O*NET Career Exploration results when making career decisions.

As such, the use of O*NET Career Exploration Tool is authorized for career exploration, career planning and career counseling purposes only. Each O*NET Career Exploration Tool must be used consistent with its own "User Guide." No other use of these tools or any part of the tools is valid or authorized.

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being reissued and will be found at the National O*NET Consortium web site in the near future at <http://www.onecenter.org>.

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